

## Graduate Division Strategic Plan, November 2022

*Priority #1: Grow diversity, equity & inclusion within graduate education and post-doctoral training.*

Strategies:

- Promote awareness and accessibility to graduate education.
- Recruit high-quality, diverse graduate applicants in collaboration with partners across campus.
- Information driven decision making related to resources devoted to DEI.
- Promote discussions around holistic admissions strategies.

Metrics of success:

- Doubling admissions of URM PhD students and expanding number of countries from which international students are drawn.
- Increasing percentage of URM student degree completions
- Increase recruitment of doctoral students from UC, CSU, HBCU or HSI toward the target of 50% enrollment
- Increase number of Chancellor's and Presidential Post-Docs
- Increase usage of DEI Dashboards by the Schools

*Priority #2: Advocate for graduate programs & student success in response to academic & societal needs.*

Strategies:

- Continue to encourage and facilitate creation of responsive degree programs.
- Support interdisciplinary programs & novel credentialing models according to trending needs.
- Track, analyze and share graduate student, programmatic & financial data to promote successful outcomes.
- Develop additional revenue streams in support of graduate education through philanthropy, training, research grants and other mechanisms.
- Assist graduate students and postdoctoral scholars in obtaining extramural fellowship support.
- Enhance graduate degree completion.
- Launch a core wellness and inclusion program/curriculum to be offered campus wide.
- Develop and launch a student facing portal.

Metrics of success:

- Increased usage of Tableau Dashboards by School
- Decreased administrative churn related to policies and exceptions
- Match median time to degree to normative time to degree across graduate programs
- Working towards \$5 million new support annually for graduate students across Campus
- Work towards \$10 million endowment fund for Graduate Division
- Increase extramural fellowship support by 25%
- 8 year completion rate to 75%
- Increased use of Graduate Division resources by students and schools
- Increase sense of belonging metric from exit survey

*Priority #3: Strengthen partnerships with industry and surrounding community.*

Strategies:

- Explicitly engage career planning throughout the student and postdoc experience.
- Partner with various campus constituencies to bolster professional development for graduate student and post-doctoral fellows.
- Increase alumni & community engagement.
- Track employment outcomes of doctoral students for ten years after graduation, and highlight successful career paths of alumni.
- Continue to publicize the importance and impact of graduate education.
- Engage with local and national government and policy leaders to showcase graduate initiatives, student success, and to advocate for graduate education.

Metrics of success:

- 20,000 alumni engagement as aligned with the Brilliant Future Campaign
- Successful launch of internship and job placement opportunities through Industry Partnerships
- Secure permanent funding for CCCIP, career development, and corporate and industry relations efforts.
- Increase Graduate Division presence at national conferences, speaking engagements and editorial requests.